



Equality, Diversity & Inclusivity Policy

Introduction

The East Dorset Beekeeping Association (EDBKA) is a volunteer-led organisation that exists to promote the craft of beekeeping and the wellbeing of honey bees. Our association welcomes people of all ages, backgrounds, and abilities who share a passion for bees, nature, and learning.

We believe that equality, diversity, and inclusivity are essential to sustaining a thriving and supportive community. This policy sets out our commitment to treating all individuals fairly, fostering respect, and removing barriers that may prevent participation. It reflects the principles of the British Beekeepers Association (BBKA) and echoes the values upheld by other beekeeping associations across the country.

Purpose

This policy aims to:

- Ensure that all members, volunteers, and visitors feel welcome, valued, and respected.
- Promote diversity by encouraging participation from people of different ages, genders, ethnicities, abilities, faiths, and socio-economic backgrounds.
- Prevent discrimination, harassment, or exclusion in any aspect of our activities.
- Provide clear expectations for behaviour within the association.

Commitment to Equality and Fair Treatment

EDBKA will not tolerate discrimination on the grounds of age, disability, gender, marital status, pregnancy, race, religion or belief, sex, or sexual orientation. We are committed to creating an environment in which differences are celebrated and everyone is given equal opportunity to contribute and thrive.

We ensure that:

- All members and volunteers are treated fairly and with dignity.
- Our apiary, events, and meetings are as accessible as reasonably possible to those with disabilities or additional needs.
- Roles and responsibilities within the association are open to everyone on an equal basis.
- Training opportunities are inclusive and adapted where appropriate to meet individual requirements.

Inclusivity in Beekeeping Practice

Beekeeping is a craft that can be enjoyed by people of all backgrounds and abilities. At EDBKA:

- We actively encourage new members from diverse communities across East Dorset.
- We provide mentoring and training that recognises different learning styles and experience levels.
- We promote respectful communication, ensuring that all voices are heard in meetings, discussions, and

decision-making.

- We support schools, youth groups, and community organisations to inspire future generations of beekeepers.

Education and Awareness

To embed inclusivity in our culture, we will:

- Raise awareness among members about equality and diversity issues in volunteering and education.
- Provide information and resources that encourage positive, inclusive behaviour.
- Share good practice from the BBKA and other associations to continuously improve our approach.

Responsibilities

- The Management Committee has overall responsibility for implementing this policy and setting a positive example.
- A designated Committee Member will act as Equality, Diversity & Inclusivity Officer to advise and monitor progress.
- All members are responsible for upholding the principles of this policy and for treating others with kindness and respect.

Any concerns regarding discrimination or unfair treatment can be raised confidentially with a Committee Member and will be addressed promptly.

Continuous Improvement

EDBKA recognises that inclusivity is a journey, not a destination. We are committed to:

- Reviewing this policy annually or following any significant issues.
- Seeking feedback from members and visitors to identify areas for improvement.
- Continuing to develop initiatives that make beekeeping more accessible and welcoming.

Conclusion

The East Dorset Beekeeping Association is proud to be a community where people come together to learn, share, and celebrate the world of honey bees. By embracing equality, diversity, and inclusivity, we ensure that our association remains open, vibrant, and relevant for all who wish to be part of it.

Together, we can create an environment where differences are valued, barriers are removed, and everyone has the opportunity to enjoy the benefits of beekeeping.